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Subject continues to perform his duties as Supervisor of Characteristics complex A&R activities in a competent manner. His knowledge of the technical aspects of his Sections many functions help to insure a continuation of work flow and his ability to absorb and retain technical data related to his field of endeavor serves as an aid in the presentations of his numerous oral briefings.

One apparent weakness, which he continues to retain, is in his work relations with technical personnel; he has a tendency to drift from main topic under discussion to unrelated subjects, which, while they may be informative, decreases not only the Subject's productive capability, but, also that of the technical personnel.

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Attachment :

1953 to 1962 - Intelligence with U. S. Government, Central Intelligence Agency, GS-13, \$11,415. As Chief of a small branch of highly specialized analysts, I exercised a wide variety of talents and was responsible for the following: the direction and administration of the branch operations; determined the course of action for further research effort within the branch; monitored and supervised a program of special personnel assessment; evaluated technical analyses and their relationship to specific cases; advised and consulted with members of Senior Staff components of CIA; delivered numerous technical briefings to both U. S. and foreign police and intelligence services; initiated and maintained projects carried out by private organizations such as universities, private consultants, and private research corporations. During the above period, I trained and briefed numerous others engaged in police and intelligence work. I also initiated and developed four technical systems currently in operation on a world-wide basis within CIA and wrote numerous articles for an intelligence periodical. In January 1962, CIA presentedme with one of the largest individual Monetary Suggestion Awards ever given by that Agency.

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L	
	Analyst (Continued)
ъ.	Participated in establishing and present plans call for continuation of this TDY consulting and advisory work.
	Per request from Training, periodically briefs Foreign Intelligence Services and Agency personnel. These briefings cover general capabilities of the Section and are intended to inform the student of the problem.
II.	SUPERVISION RECEIVED:
	and advises them and the Branch Chief on the technical problems, personnel, and other requirements for making determinations. Staff and Branch Chiefs establish guides on administrative matters. Review of accomplishments can only be made in the light of the customers application of evaluation results. Decisions required as a result of Section work are usually "Eyes Only" for customers application in offices of Senior Staffs of the major components in the Agency. The recommendations for participation in setting technical standards for methods or in financing such activity would be evaluated on the basis of the incumbent's evaluation of potential benefits to Agency technical services to intelligence efforts.
II	QUALIFICATIONS REQUIRED:
	Qualifications for this position will be written in the preliminary Qualification Standards developed for the GS-1397.01,

I. DUTTES AND RESPONSIBILITIES	
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The Section Chief directs the assignments of in scientific fields supporting work, current and long range capabilities in prepares recommendations for direction of the program.	advises Agency officials on the
Specifically:	
for analysis and contents, establishes pr Personnel and suggests available external facilities f	idministrative and technical tion and continually insures ction Chicf reviews requests iorities for use of Section or analysis or research.
2. Studies developments in Analysis and evaluations as done by other Federal Agencies (FZI, Post Corporations, Private Practitioners in the Clinical Psychologists. Initiated inter-agency collaboracilities and indices of characteristics	Office, Treasury, Insurance
3. Vakes review of recommendations Contract Employees engaged in analytical and projective of action for additional research, confers with case of the availability of additional data, time limits, operadevelop additional facts of problems to be employed or on the contents, validity, possible origination and proto study.	ficers and program leaders on tional potentials, etc., to
4. a. As advisor and consultant to rajor corprovides authoritative material on the potential cther physical items, makes periodic evaluation and provides other technical service as makes provides other technical service as makes provides other technical service as makes periodic evaluations.	America 3 and in in

(Continued on Page 2)

1946 to 1953 - Worked as a Special Agent (MOS-1301) in the Army's Counter Intelligence Corp in the grade of Master Sargeant. At duties consisted of investigating crimes of security nature; member of a central CIC team in Korea; two assignments as an instructor at the basic CIC School; enlisted Chief of the Technical Laboratory at the CIC Center, and enlisted Chief of Special Projects Technical Laboratory (CIC), Far East Command. Puring this period, I co-authored two text books for the CIC school and revrete one other. Further, I experienced over 2,000 lecture hours as an instructor in the basic CIC school and lived and worked three years in two foreign countries.

1945 to 1946 - Held the position of Camp Superintendent of a 100 man forest camp engaged in timber disease control, U. S. Forest Service, California.

1941 to 1943 - Military Service, U. S. Army, Intelligence NCO, MOS 631, Combat Intelligence.

1939 to 1940 - Forest Guard, U. S. Forest Service, California

1935 to 1939 - Lumber Industry, California

Additional Information upon request.

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Telephone [

RESUME

- Personal Agg 10 Married No Children
- II Education
 - a Grammar School Oregon & California
 - b Junior High School Oregon & California
 - c High School Oregon & California
 - d College Level GED (USAFI) 1948
- III Special School and Training Courses
 - a U. S. Forest Service School for Fire Control and Prevention, Shasta National Forest, California; 1939 and again in 1940.
 - b U. S. Army Chemical Warfare School for Instructors, Camp Claiborne, Louisiana, 1942
 - c = U. S. Forest Service School for Fire Control & Prevention, Shasta National Forest, California, 1946.
 - d U. S. Forest School for Timber Disease Control (Blister Rust), Klamath National Forest, California, 1946
 - e U. S. Army Counter Intelligence Corp School for Special Agents, Fort Holabird, Maryland, 1946 and 1947.
 - f Instructor Guidance Course, U. S. CIC School, Fort Holabird, Maryland, 1947 and again in 1952.
- IV Empirical Background

1962 to Present - Associated as a technical community with Inc., Washington, D. C., specializing in communical and industrial security.

1953 to 1962 - Intelligence with U. S. Government, Central Intelligence Agency, GS-13, \$11,415. As Chief of a small branch of kiraly specialized analysts, I exercised a wide variety of talents and was respectible for the following: the direction and administration of the branch operations; determined the course of action for further research effort within the branch; monitored and supervised a program of special personnel assessment; evaluated technical analyses and their relationship to specific cases; advised and consulted with members of Senior Staff components of CIA; delivered numerous technical briefings to both U. S. and foreign police and intelligence services; initiated and maintained projects carried out by private organizations such as universities, private consultants, and private research corporations. During the above period, I trained and briefed numerous others engaged in police and intelligence work. I also initiated and developed [systems currently in operation within CIA and wrote numerous articles for an intelligence periodical. In January 1962, GIA presented me with one of the largest individual Monetary Suggestion Awards over given by that Agency.

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Central Intelligence Agenc	y		Chiler, Perso	nnel Open	rations Division
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IF YOU NEED ADDITIONAL EXPERIENCE BLOCKS USE STANDARD FORM 57-A OR BLANK SHEETS SEE INSTRUCTION SHEET

4. 15 April 1945 - 1 October 1946 Camp Superintendent 100 employees, laborers \$2694 per annum \$3021 per annum SP-7 Yreka, California U. S. Forest Service U. S. Forest Service, Yreka, California Art London, & USFS, Ykreka, California Enlist in Counter Intelligence Corps, U. S. Aumy Supervised 100-man forest camp for the purpose of controlling timber disease.

5. 5 November 1943 - 15 April 1945 Laborer None

\$0.90 per hour Unknown McCloud, California Lumber,

McCloud River Lumber Company, McCloud, California- James Hertert, McCloud, Calif. Return to the United States Forest Service.

Operated lumber carrier and brakeman on small diesel locomotive.

6. 19 May 1941 to 5 November 1943 Sergeant MOS 631 up to 14 Intelligence Analysts

\$21.00 per month Sergeant Continental Limits of United States U. S. Army

U. S. Army

Honorable Discharge

Supervised S-2 Section in Brigade EQ for the purpose of collection and evaluation of information on the subject of enemy military operations.

7. 1 May 1939 to 10 May 1941 - Forest Guard | Hone

\$100 per month Unknown McCloud, California U. S. Forest Service

...United States Forest Service Farl Sullavay, McCloud, California

Enlisted in the U. S. Army under draft requirement but not yet called for service. Prevention and Suppression of forest fires.

8. January 1935 to May 1939 Laborer Laborer in Lumber: oil industry.

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Telephone [10,	Da. U.	20019		

RECUME

I Personal Age No - Married - No Children

II Education

- a Grammar School Oregon & California
- h Junior High School Oregon & California
- c High School Oregon & California
- d College Level GED (USAFI) 1948

III Special School and Training Courses

- a U. S. Porest Service School for Fire Control and Prevention, Chasta Mational Forest, California; 1939 and again in 1940.
- b U. S. Army Chemical Warfare School for Instructors, Camp Claiborne, Louisiana, 1942
- c U. S. Forest Service School for Fire Control & Prevention, Shasta National Forest, California, 1986.
- d U. S. Forest School for Timber Disease Control (Blister Rust), Klamath Mational Forest, California, 1946
- e U. S. Army Counter Intelligence Corp School for Special Agents, Fort Holadird, Maryland, 1946 and 1947.
- f Instructor Guidance Course, U. S. CIC School, Fort Holabird, Maryland, 1947 and again in 1952.

IV Empirical Eachground

1962 to Present - Associated as a technical consultant with Inc., Washington, D. C., specializing in conservial and industrial security.

1953 to 1962 - Intelligence with U. S. Government, Central Intelligence Agency, GS-13, \$11,515. As Chief of a small branch of highly specialized analysts, I exercised a wide variety of talents and was responsible for the following: the direction and administration of the branch operations; determined the course of action for further research effort within the branch; monitored and supervised a program of special personnel assessment; evaluated technical analyses and their relationship to specific cases; advised and consulted with members of Senior Staff components of CIA; delivered numerous technical briefings to both U. S. and foreign police and intelligence services; initiated and maintained projects carried out by private organizations such as universities, private consultants, and private research corporations. During the above period, I trained and briefed numerous others engaged in police and intelligence work. I also initiated and developed systems currently in operation within CIA and wrote numerous articles for an intelligence periodical. In January 1962, CIA presented me with one of the largest individual Monetary Suggestion Awards ever given by that Agency.

1966 to 1953 - Werked as a Special Agent (ASS-1301) in the Army's Counter Intelligence Corp in the grade of Master Savgeant. My duties consisted of investigating crimes of security nature; member of a combat CIC team in Korea; two assignments as an instructor at the basic CIC School; enlisted Chief of the Technical Emberatory at the CIC Center, and enlisted Chief of Special Projects Technical Emberatory (CIC), Far East Command. During this period. I co-authored two text books for the CIC school and rewrote one other. Further, I experienced ever 2,000 Lecture hours as an instructor in the basic CIC school and lived and worked three years in two foreign countries.

1945 to 1946 - Held the position of Camp Superintendent of a 100 man forest camp engaged in timber disease control, U. S. Forest Service, California.

1941 to 1943 - Military Service, U. S. Army, Intelligence NCO, MOS 631, Combat Intelligence.

1939 to 1940 - Forest Guard, U. S. Forest Service, California

1935 to 1939 - Lamber Industry, California

Additional Information upon request.

I. DUTIES AND RESPONSIBILITIES
The analysis and Research Section is responsible for advisory, developmental and service work in the field of Analysis in support of overt and covert activities of the Agency. This includes technical testing and research into
The Section Chief directs the assignments of projects, studies developments in scientific fields supporting work, advises Agency officials on the current and long range capabilities in prepares recommendations for direction of the program.
Specifically:
administratively reporting to Eranch Chief, provides administrative and teornical supervision to Analysts in the Section and continually insures that their technical competence is maintained. The Section Chief reviews requests for analysis and contents, establishes priorities for use of Californ Personnel and suggests available external facilities for analysis or research.
2. Studies developments in Analysis and evaluation and their contents as done by other Federal Agencies (FDI, Post Office, Treasury, Insurance Corporations, Private Practitioners in the Analysis field and Clinical Psychologists. Initiated inter-agency collaboration on use of technical facilities and indices of characteristics of materials.

4. a. As advisor and consultant to major component program officials, provides authoritative material on the potential of identification involving and other physical items, makes periodic evaluations of case history records and provides other technical Ecryice as may be required.

of action for additional research, confers with case officers and program leaders on the availability of additional data, time limits, operational potentials, etc., to develop additional facts of problems to be employed or to make final recommendations

Consultante, and

(Continued on Page 2)

on the contents, validity, possible origination and processing

to study.

4. 15 April 1945 - 1 October 1946 Camp Superintendent 100 employees, laborers

#2694 per annum
#3021 per annum SP-7

U. S. Forest Service, Yreka, California Art London, # USFS, Ykreka, California
Enlist in Counter Intelligence Corps, U. S. Army

Supervised 100-man forest camp for the purpose of controlling timber disease.

5. 5 November 1943 - 15 April 1945 Laborer None

\$1.10 per hour Unknown McCloud, California Lumber
WcCloud River Lumber Company, McCloud, California-James Hertert, McCloud, Calif.
Return to the United States Forest Service.

Operated lumber carrier and brakeman on small diesel locametire.

6. 19 May 1941 to 5 November 1943 Sergeant MOS 631 up to 14 Intelligence Analysts

Intelligence NCO
Combat Intelligence
Sergeant Continental Limits of United States U. S. Army
Supervisor - Unknown

U. S. Army

Honorable Discharge

Supervised S-2 Section in Brigade HQ for the purpose of collection and evaluation of information on the subject of enemy military operations.

7. 1 May 1939 to 10 May 1941 - Forest Guard Hone

\$100 per month Unknown McCloud, California U. S. Forest Service
United States Forest Service Farl Sullaway, McCloud, California

Enlisted in the U.S. Army under draft requirement but not yet called for service. Prevention and Suppression of forest fires.

8. January 1935 to May 1939 Laborer Laborer in lumber oil industry.

	Analyst (Continued)
	b. Participated in establishing analysis facilities in foreign governments and present plans call for continuation of this TDI consulting and advise ments.
	and present plans call for continuation of this TVI consulting and advisory
,	Per request from Training, periodically briefs Foreign Intelligence Services and agency personnel. These briefings cover general capabilities of the Services and
	nach and
2	I SUPERVISION RECEIVED:
	The Section Chief receives technical requests directly from the customers and advises them and the Franch Chief on the technical problems, personnel, and other requirements for making determinations. Etaff and Branch Chiefs establish guides on administrative matters. Review of accomplishments can only be made in the light of the customers application of evaluation results. Decisions required as a result of Section work are usually "Eyes Only" for customers application in offices of Senior Staffs of the major components in the Agency. The recommendations for participation in setting technical standards for methods or in financing such activity would be evaluated on services to intelligence efforts.
III	QUALIFICATIONS REQUIRED:
	Qualifications for this position will be written in the preliminary Qualification Standards developed for the GS-1397.01, Analyst title, up-

20. SPICIAL QUARRICATIONS AND SKILLS A. Kind of Energie of Certificate (For example, pilot, teacher, experience) annie, lawyer, railer operator, 6.19, 4. of. 3 B. State or other licensing authority f., Year of first license D Vear of latest fi-F. Special childs you preserve and methines and equipment you can use. (Her example, their units radio, multilish, comproduces, her punch, turned lather, transacting markers, savings on professional defines.) 1. Approximate number of words per minute: Industrial machinery (Lumber) including Diesel Locomotive Shorthand (SEVILL); Forensig Inhoratory equipment (questioned document); Identi-Rit Upn.; Tech. Intelligence Equipment.

6. Speed qualitations had covered in application. For example, now material and blands and submit copie units reserved, one patient or interaction politic feeting and publications, comments of the Identi-Rit System; Feeting of IAI; Over Storgested and directed development of the Identi-Rit System; Feeting of IAI; Over 200 lecture hours at CIC School; Co-author of CIC Fanual and rewrote 2 others; wrote 3 articles and 1 technical book review for "Studies in Intelligence". 21. IDUCATION A. Place "X" in column indicating highest grade completed B. If you graduated from high school, give date USAFI C. Plane and location of last high whool attended 6 7 8 McCloud High School X 1935 (GED-1017) _McCloud, California Years completed Credit hours D. Name and location of college or university Degree from Tu Semester Quatret Day Dight Hong Quatter Hours Credit E. Chief undergraduste college subjects Semicater Hanes Credit Quarter Hours Credit P. Chief graduate college subjects Co. State major field of study at highest level of college work College Level GED (UCAFI) 1948 16. Other schools or training for example, trade, continual, found Porce, or business). Give for each the name and location of school, dates attended, subjects studied, corresponding, and any taker perment data. Chemical Marfare Sch., 103rd Inf. Div.School - Camp Claiborne, In., 1 June 1943 Counter Intelligence Corps Easic Course, Fort Holabird, Ma., 28 May 1947; Instructors Guidance Courses, Ft. Malabird, Maryland, 26 September 124.7 and again 17 April 1952. 22 TORRIGH TRAVEL 25. FORHGN LANGUAGES Have you lived or traveled in any horigin Loter miciga language and moti-cate vinit knowledge of each by placing "X" in proper column Reading Speaking Linderstanding In tunne fair In No If "Yet," give in those 30 manes of countries, dates and length of time spins there and reason or purpose (military seems, busyess, admitting or seasons). Rona 24 REFERENCES List three persons living in the United States or territories of the United States who see NOT RELATED TO YOU AND WHO HAVE DEFINED ANOWIELDS, of your qualifications and fitness for the position for which you are applying. Do not repeat names of superscents listed under frem 19 PREMENT BUSINESSAIR HOME ADDRESS (Namber, Mesel, 191), Cone, and States TULL NAME BUSINESS OR OCCUPATION Dir. Pur. of Iden. Lt. Cal., Ret. lab., P. C. That <u> Markalurg, Paryland</u> Drive Cilver Spring, Maryland FFI laboratory] Orive Dir. Mil. Assis. Institute

ASSWEL CARATORS BA MYOUNG LY, IN TROBER COF	115	NO
25. Are you a current of the United States of America? D "Noo," give country of which you are a citien;	··· X	
26. Are you now, or have you ever been, a member of the Communist Party, U.S.A., the Communist Pulsical Association, the Youn Communist League, or any Communist organization?	д	
2). Are you now or have you ever been a member of any foreign or domestic organization, association, reoverneis, group, or combination of possons which is traditarian. Faccist, Communist, or subsersive, or which has adopted, or shows, a policy of advirating or approving the communistion of acts of force or violence to deny refer persons their rights under the Constitution of the United States, which seeks to after the form of government of the United States, by one continuously means?		Х.
If some ansitive to 26 and/or 27 above is "Yis," thite on a separate sheet attached in and made a part of this application the numers of a such organizations, associations, movements, groups or combination of persons and dates of membership. Since complete details of your activities therein and make any explanation you derive regarding your membership or activities. (See Instruction Week.)	<i>y</i> ,	
28. Here you any physical handicap, channed disease, or other dualisticy?	.	Y
29. Have you ever hol a nervous breakdown?		<u> </u>
10. Have you ever had tuberculosis?	·	^
31. Have you ever been barred by the U.S. Civil Service Commission from taking examinations or accepting evel service appointment? (If your answer it "Ve)," give dates of and reasons for such debarrorest in Hem. 30.3	1	У
32. Does the United States Government employ in a civilian capacity any relative of yours (by blood or matriage) with whom you live on have lived within the part 24 months?		
If rows univer is "Yes," give in item 39 for EACH such relative (1) full name: (2) prevent address; (3) relationship; (4) department or agency by which employed, and (3) had of apparatment.		Х
33. Do you receive of have you applied for an annuity from the Linted States or District of Columbia Government under any retirement act or any pension or other compensation for military or naval services.	. :	
H your answer is "Ves," give details in trem 39.	1	X
M. Are you an official or employee of any State, tetritory, county, or municipality!		
15. Have you ever been discharged (fired) from employment but any reason?	1.7	
36. Have you ever resigned (quit) after being informed that your employer intended to descharge (fire) you for any ressout		Х
If your unsteer to 35 or 36 above is "Yes," give details in them 59. Show the name and address of employee, approximate date, and reasons		
in each case. This information should agree with statements made in Item 19-1; operance.	<u> </u>	
M. Have you ever been arrested, taken into custody, held first investigation or questioning, we charged by any low enforcement authority? (You may omit: (1) Traffic violations for which you pool a five of \$50 this or less, and (2) anything that happened before your 16th hittibiley. All other incidents must be included, even though they were distinsted or you merely forfened collateral.). 38. While in the military service were you ever attested for an offense which resulted in a trial by deck court on by summary, special, or general court-martial?. If some animer to \$7 or 38 is "Yes," give details in them 39, choosing for each incident: (1) date, (2) charge, (3) place, (4) have enforcing authority or type of court or court-martial, and (3) action taken.		X X
49. SPACE FOR DETAILED ANSWERS TO OTHER OUTSITIONS. Industrates the multiple to which answers apply.		\neg
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1950-1; Korea, Military Service corrected, I returned to the sam		
1959-1; under the same supervisor - brak	eman_c	n.
a diesel locomotive		1
If more space is required, use full sheets of paper approximately the same size as this page. Write on each sheet your name, date of both,	and exar	nj.
nation (sile: Attack on inside of this application,		\dashv
ATTENTION: READ THE FOLLOWING PARAGRAPH CAREFULLY BEFORE SIGNING THIS APPLICATION		
A false or dishanest answer to any question in this application may be grounds for rating you incligible for amployment, or for dismissing you after appointment, and may be punishable by fine or imprisonment (U. Title 18, Sec. 1001). All statements made in the application are subject to investigation, including a check fingerprints; police records, and former employers. All information will be considered in determining your fitness for Fadoral employment.	S. Code,	:
CERTIFICATION		\dashv
I CERTIFY that all of the statements made in this application are true, complete, and correct to the best of my knowledge and belief and in good faith.	ere made	
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Telephone:		

FERSONAL

Age: 46 Marital Status: Married, no children

EDUCATION

Grammar School - Oregon and California Junior High School - Oregon and California High School - Oregon and California College Level GED (USAFI) 1948 Special Schools and Training Courses:

- U.S. Forest Service School for Fire Control and Prevention, Shasta, National Forest, California; 1939 and again in 1940.
- 2. U.S. Army Chemical Warfare School for Instructors, Camp Claiborne, Louisiana, 1942.
- 3. U.S. Forest Service School for Fire Control and Prevention, Shasta, National Forest, California, 1945.
- 4. U.S. Forest School for Timber Disease Control(Blister Rust) Klamath National Forest, California, 1946.
- 5. U.S. Army Counter Intelligence Corp School for Special Agents, Fort Holabird, Maryland, 1946 and 1947.
- Instructor Guidance Course, U.S. Army CIC School, Fort Holabird, Maryland, 1947 and again in 1952.

EMPIRICAL HACKGROUND

From 1962 to present, I have been associated, as a technical consultant, with _______ Inc., Washington, D.C. specializing in commercial and industrial security.

From 1953 to 1962, I was an Intelligence Officer with the U. S. Government, Central Intelligence Agency (Annual Salary \$11,415, GS-13). As Chief of a small branch of highly specialized analysts, I exercised a wide variety of talents and was responsible for: the direction and administration of the branch operations; determined the course of action for further research effort within the branch; monitored and supervised a program of special personnel assessment; evaluated technical analyses and their relationship to specific cases; advised and consulted with Senior Staff components of CIA; delivered numerous technical briefings to both U.S. and foreign police and intelligence services; initiated and maintained liaison with other U.S. Government components; activated and directed research projects carried out by private organizations such as universities, private consultants, and private research corporations. During the above period, I trained and briefed numerous ether agencies engaged in police and intelligence.

I also initiated and developed systems currently in operation within CIA and wrote numerous articles for an intelligence periodical. In January 1962, CIA presented me with one of the largest individual Monetary Suggestion Awards ever given by that

From 1946 to 1953, I worked as a Special Agent (MOS-1301) in the Army's Counter Intelligence Corp in the grade of Master/Sorgeant. My duties consisted of investigating crimes of security nature; member of a combat CIC team in Korea; two assignments as an instructor at the basic CIC School; enlisted Chief of the Technical Laboratory at the CIC Center, and enlisted Chief of Special Projects Technical Laboratory (CIC), Far East Command. During this period, I co-authored two textbooks for the CIC School and rewrote one other. Further, I experienced over 2,000 lecture hours as an instructor in the basic CIC School and lived and worked three years in

1945-1946 I held the position of Camp Superintendent of a 100-man forest camp engaged in timber disease control, U.S. Forest Service, California. Intelligence. U.S. Army, Intelligence NCO, HOS 631, Combat 1939-1940 Forest Service, U.S. Army, Intelligence NCO, HOS 631, Combat

1939-1940 Forest Guard, U.S. Forest Service, California 1935-1939 Lumber Industry, California Additional information upon request

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RESIDE

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- Education
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 - b Junior High School Oregon & California.
 - c High School Oregon & California.
 - d College Level CED (USAFI) 1948.
- III Special Schools and Training Courses
 - a U. S. Porest Service School for Pire Control and Prevention, Shasta, National Forest, California: 1939 and again in 1940.
 - b U. S. Army Chemical Marfare School for Instructors, Comp Claiborne, Louisiana, 1942.
 - c U. S. Forest Service School for Fire Control & Prevention, Shasta, National Porest California, 1945.
 - d U. S. Porest School for Timber Disease Control (Blister Rust) Klamath National Forest, California, 1946.
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II. SUPPRIVISION BECKEVED:

Oirectly from customers and advises technical requests on the technical problems, personnel, and other requirements for making determinations. Staff and Branch Chiefs establish guides on administrative matters. Review of accomplishments can only be made in the light of the customers application of evaluation results. Decisions required as a result of Section work are usually "Eyes Only" for customers application in offices of Senior Staffs of the major components in the Agency. The recommendations for participation in setting technical standards for a financing such activity would be evaluated on the basis of the incumbent's evaluation of potential benefit to Agency technical services to intelligence efforts.

III. QUALIFICATIONS REQUIRED:

Qualifications for this position will be written in the preliminary Qualification Standards developed for the GS-1337.01, Document Analyst title, upgraded by Civil Service Commission Hearing, to GS-14, 1958.

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DIRECTOR OF PERSONNEL -

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SECTION C EVALUATION OF OVERALL PERFORMANCE IN CURRENT POSITION
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duties, productivity, conduct on job, couperativeness, pertinent personal traits or hebits, particular limiturians or talents. Based or rour knowledge of employee's overall performance during the rating period, place the rating number in the box corresponding to the statement which mass occurately reflects his level of performance.
1 - Performance in many Important respects falls to meet requirements. 2 - Performance meets most requirements but is delicient in one or more important respects. 3 - Performance clearly meets basic requirements. 4 - Performance clearly exceeds basic requirements. 5 - Performance in every important respect is superior. 6 - Performance in every respect is outstanding.
SECTION D DESCRIPTION OF THE EMPLOYEE
In the rating boxes below, check (X) the degree to which each characteristic applies to the employed
Least passible degree 2 - Limited degree 3 - Normal degree 4 - Above average degree 5 - Outstanding degree
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		ties enables him to present his oral
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		c Duty #1 from a "4" to a "3". The
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that he does not dis	play a complete respect for	their professional capabilities. This
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7 March 1962	The state of the s	
2, .	BY SUPERVISOR	
MONTHS EMPLOYEE HAS BEEN	IF THIS REPORT HAS NOT BEEN SHOWN	
UNDER MY SUPERVISION		
58		
	IF REPORT IS NOT BEING MADE AT THIS	TIME, GIVE HEASON.
KMPLOYKE UNDER ME SUPER	VIBION LESS THAN 90 DAYS	REPORT MADE NITHIN LAST TO DATE
OTHER (Specify):		
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SECTION E NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

Stress strengths and weaknesses demonstrated in current position. Indicate suggestions made to brip the per improvement of his work. Give recommendations for his training. Describe, if appropriate, his potential for development and im blinking greater responsibilities. Amplify or explain, if appropriate, ratings given in SECTIONS B, C, and D to provide the best basis for determining future personnel actions.

Subject continues to perform his duties as Supervisor of chairful complex A&R activities in a competent manner. His knowledge of the technical aspects of his Sections many functions help to insure a continuation of work flow and his ability to absorb and retain technical data related to his field of endeavor serves as an aid in the presentations of his numerous oral briefings.

One apparent weakness, which he continues to retain, is in his work relations with technical personnel; he has a tendency to drift from main topic under discussion to unrelated subjects, which, while they may be informative, decreases not only the Subject's productive capability, but, also that of the technical personnel.

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	SECTION E HARRATIVE DESCRIPTION OF MANNER OF JOB PERI	FORULNICE
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	Subject's thorough technical knowledge of A&R	lictivities
	qualifies him as a competent Supervisor. Since the la	ist reporting
	period, he has delegated more responsibilities to pers	sonnel under
	his supervision. This, in effect, has increased the pr	oductive
	capability of his Branch.	
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	IF PEPORT IS NOT BEING MADE AT THIS TIME, GIVE REASON.	
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FITHESS REPORT
The Fitness Report is an important factor in agency personnel management. It seeks to provides 1. The agency selection board with information of value when considering the application of an individual for membership in the career services and 2. A periodic second of job performance as an aid in the effective utilization of personnel.
INSTRUCTIONS
D) THE ADMINISTRATIVE OF PERSONNER OPPICER: Consult current administrative instructions regarding the collists
DO DIE SUPERVISUE: Rend the entire furm before attempting to complete any item. As the supervisor also seeign directs and reviews the work of the individual, you have primary componentality for evaluating his strongths, seen nesses, and on-the-job effectiveness as recented by his day-to-day activities. If this indisting his strongths, seen your supervision for fees then 30 days, you will cultaborate with his previous supervision while and complete. Primary insponsibility rests with the current supervisor. The ensumed that, throughout the period this individual has been under your supervision, you have dischered your supervisors responsibilities by frequent discoverings of his such, so that in a general way he knows where he stands.
A wind Report due coverts 903 12 see 50
- IT IS OPTIONAL MIETHER OR NOT THIS PITNESS REPORT IS SHOWN TO THE PERSON DELEG BALLO
SECTION I (To be filled in by Administrative Officer) 1. NAME (Last): (Pilet) (Middle) 2. Date of Bible 3. 313 4. CAREER CESISOFTISH M. DYF
S. DATE OF INTRANCE ON DUTY 6. OFFICE ADDIGNED TO 7. DIVISION 8. BRANCH
23 Marych 1953 TSS 2. Nature of Assignment 16. 18 FIELD. SPECIFY STATION: 11. GRADE
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12. DALE THAT THIS REPORT IS DUE 14. PERIOD COVERED BY THIS REPORT Cloclustre dates,
22 Dec 1955 23 Dec 1954 to 22 Dec 1955
SECTION II (To be filled to by Supervisur)
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and research into new techniques in
development of field expedients for this activity. Maintenance of files
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READ THE FUTIRE FORM BEFORE ATTEMPTING TO COMPLETS, ANY 175M
SECTION III
certify that, during the latter half of the pseud covered by this report, I have discussed with the reled indi- idual the manner in whichhe has performed his job and provided sufferious and criticisms wherever needed. I be-
f performance during the report period has been unserialization the sentences, and on-the-joh effectivecess
his repart has has not been shoen to the individual rated.
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29 November 1955
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AN 34 37-189 FORM ARE OBSOLUTE. SECRET

SECTION IN

This section is provided as an aid in describing the individual. Four description is not describe or infavorable in fixelf but accourses the meaning in relation to a particular 30% or assignment. The descriptive State are to be State or an additional accounts to the second of the sec interpreted liferally.

On the left hand side of the page below are a series of statements that apply in soft degree to most people. On the right hand side of the page are four enjer integers of anactivitions. The scale of the said category is distinct for a scale of the said category is distinct three small blocks; this is to allow som to make fiver cistingtions if you so destre, along at the statement on the left of the which the integers on the right ship best tells has such the statement applied for the second you are rating. Placing on "It" in the "Out Observed" climen seams you have no apisson on the tip the "Does had Apply "golumn reams that you have to definite opinion that the description is not all suited to the individual. CATEGORIES STATEMENTS APPLIES TO A APPLIES TO A SCASONABLE DEGREE DEGREE APPLIES TO AN APOVE AVERAGE DEGREE APPLIES TO AN REDIT 20F5 BUT CUISTANDING DUGGIT mi. SERVED A, ADER TO SEE ANGENER'S POINT OF VIEW. B. PRACTICAL. 1. A GOOD REPORTER OF ENENTS. E. CAR MADE DECISIONS ON HIS OWN MIEN MEED ARISES. 3. CAUTIOUS IN ACTION. 4. HAS INITIATIVE. 5 CHEMBETONAL. O. ANALYTIC IN HIS THINKING. . CONSTANTEY STRINGS FOR NEW REGISTED ALL AND TOTALS. 8. SEES ALONG WITH PLOPET AT ALL SOCIAL LUVILS. 4. HAS SEWSE OF HUMBS. IO. KNOWS WHEN TO SEEN ASSISTANCE. 12. CAN GET ALONG WITH PEOPLE. 11. UFHORY FOR FACTS. . 14. GETS THINGS BONE. 14. KEEPS ORIENTED TOWARD LONG TERM GOALS. In. CAN COPE WITH EMERGENCIES. 17. HAS HIGH STANDARDS OF ACCOMPLISHMENT. 18. HAS STAMINAL CAN WEEP GRING A LONG TIME. IS. HAS BIDE RANGE OF INFORMATION 20. SHOWS ORIGINALITY. 21. ACCEPTS RESPONSEDELLERS. AT ADMITS HIS ENBORS. 23. RESPONDS BELL TO SUPERMISHOW. 24 EVEN DISPOSETION. And the other his mineral

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48. FACELITATES SUDDEN OPERATION OF HIS OFFICE.		
49. DOES NOT REQUIRE STRONG AND CONTINUOUS SUPERVISION.		
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Broad knowledge o	of technical aspects of intelligence	e and counter-intelligence
work, particularly in	the field.	
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B. BHAT ARE HIS OUTSTANDING WEARDESSESS

Excessive enthusiasm in his own field which causes him to "overtalk" occassionally; at times this results in an unconscious reaction by his hearers to give information he is passing on a lower professional evaluation than is justified.

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C. INDICATE IF YOU THINK THAT ANY VINCLE STRENGTH OR .	or and the color and are considered for a color of the co
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Sec A above.	. · · · · · · · · · · · · · · · · · · ·
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A CONTRACTOR OF SUPERINTES (SEE SUPERINTES (SEE)	2 12 PH 155
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E. SHAT FRAINING DO VOU SECOMMEND FOR THIS INDIVIDUAL!	- MAIL-RODH
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	profession: no formal training in this
tierd available. I raining in managemer	it and/or broad operational administration wh
personnel situation/work load permits.	ty .
court but which have a bearing on effective utilist	fic habits of characteristics not covered elsewhere in the
	"TION OF CALE PERSON):
. SEC	TION VI
Read all descriptions before rating. Place "X"	in the post appropriate box under subsections A.B.C.aD
A. DIRECTIONS: Consider only the skill with which the	C. PIRECTIONS: Based upon what he has eaid, his actions,
Prison has performed the duties of his job and rate	and any other indications, give your upinion of this
him accordingly.	person's attitude toward the agency.
1. DOES NOT PERFORM DUTIES ADEQUATELY: HE IS	1. HAS AN ANTAGGNESTIC ATTITUDE TOWARD THE AGENCY
2. BARELY ADIQUATE IN PERFORMANCE: ALTHOUGH HE	WILL DEFINITELY LEAVE THE AGENCY AT THE FIRST
HAS HAD SPECIFIC GUIDANCE OR TRAINING, HE	OPPORTUNITY,
OFTEN FAILS TO CARRY OUT RESPONSIBILITIES	IRKED BY RESTRICTIONS REGARDS AUTHOR AS A
5. PERFORMS MOST OF HIS BUTTES ACCEPTABLY: OCCA-	TEMPORARY STOP UNTIL HE CAN GET SOMETHING
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S THIS INDEVIOUAL DETTER QUALIFIED FOR WORK IN SOME	BORKING FOR AGENCY. THEMEN IN TERMS OF A CA-
THER AREA! [] NO [YES. IF YES, WHAT!	REER IN THE AGENCY.
	46. DEFINITELY HAS PAVORABLE ATTITUDE TOWARD THE AGENCY, BARRING AN UNEXPECTED OUTSIDE OPPOR-
,	TUNITY, WILL PROBABLY INDIAYOR TO MAKE A
•	CARLER IN THE AGENCY,
	PROGADLY NEVER CONSIDER BORKING ANY
	PLAGE BUT IN THE AGINCY.
THE REPORT AND CO.	a balan salama ta da Gasha dalaya sa mana sanga aya da 1900 n mana
DIRECTIONS: Considering others of this person's grade and type of evergonent, how would you rate him on	D. Distections: Consider everything you have shout this
potentiality for annumption of dreater remodeshills.	person in making your rating skill in job duties, conduct on the job, personal characteristics or
ties normally indicated by promotion.	habits, and special defects or talents.
1. HAS REACHED THE HIGHEST GRADE LEVEL AT SHICH	d. menned
SATISFACTORY PERFORMANCE CAN BE EXPECTED.	1. DEFINITELY UNSUSTABLE - HE SHOULD BE SIPARATED.
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3. IS READY TO THAT ON RESPONSIBILITIES OF THE	3. A BARSLY ACCEPTABLE EMPLOYEE, GLEFINITELY BELOW AVERAGE BUT BEEN NO BEARLESSES SUFFICIENTLY
MENT HIGHER GRADE, BUT MAY NEED TRAINING IN SOME AREAS.	OUTSTANDING TO WARRANT HIS SEPARATION.
A. WILL PHOBABLY ADJUST QUICKLY TO THE MORE	4. A TYPICAL IMPLOYEE, HE DISPLAYS THE SAME SULYA.
ALSPONSIBLE DUTIES OF THE MENT HIGHER GRADE.	BILLTY AS MOST OF THE PEOPLE I KNOW IN THE AGENTY.
5. IS ALBEADY PERFORMING AT THE LIVEL OF THE MERT	S. A FINE EMPLOYEE - HAS SOME GUESTANDING
A. AN EXCEPTIONAL PERSON SHO IS ONE OF THE FEB	STRENGTHS. S. AN UNUSUALLY STRONG PERSON IN TERMS OF DIE
THE SHOULD BE CONSIDERED FOR RAPID ADVANCE.	REQUIREMENTS OF THE AGENCY.
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FITNESS REPORT
The Fitness pepart is an seportant factor or egency personnel menagement. It see both provides 1. The agency selection mand with information of volum show considering the application of an individual for membership in the resease services such 2. A persodic retried of job performance as an entire offentive utilization of personnels. INSIRIE 1969:
TO THE ADMINISTRATIVE OR PERSONNE, OFFICER: Consult current educative instructions regarding the instruction and transmitted of this report.
TO THE SUPERVISOR: Read the entire form before attempting to complete any item. As the supervisue who assigns directs add reviews the wish of the endividual, you have private responsibility for evaluating his strengths, weaknesses, and no-the-juli effectiveness as revealed by his day-to-lay extractives. If this individual has been under your supervision for feel than 35 dees, you will collaborate with previous supervisors to make sure the report is accurate and adopters. Primary responsibility rests sets to convents supervisor. It is assumed that, throughout the period this individual has been under your supervisor, you have discharged your supervisory responsibility tasts by trequent discussions of his much, so that in a general may to bones where he stands.
A. SD.75 historia
IT IS OPTIONAL MINTHER OR NOT THIS FIRMES APPLY IS MOST TO THE PERSON BRING RATER.
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23 March 1953 DDP TSS
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25 December 1954 22 Docember 1953 to 23 December 1954 SECTION 11 (72 32 (17) for the property supervises)
Chief, Analysis & Research Branch 1390-01 1 February 1954 The state of the state o
determines necessity for special procurement
determines existence of check points, departures from normal
makes critique of finished Conducts analysis for
operations deaks; Conducts training in field expedients of
conducts briefing in general activity. Researches into and
develops new and field methods for
Maintains liaison with government and commercial organizations active in fields of
sciences, etc.
HEAD THE ANTIKE FORM BEFORE ATTEMPTING TO COMPLETE ANY ITEM
SECTION 11:
I certify that, during the latter helf of the period covered by told report, I have discussed with the rated indi- ridual the manner in which he has performed his joh and provided suffersions and criticies wherever needed. I be- lieve that his understanding of my evolvation of his performence is consistent with my evaluation of his ma evi- lenced by this fitness report and I nove indured his of his strengths, we exhested, and un-the-job effectiveness if performence during the report period has been unwell-factory, there is attached a copy of the memorandum noti- fring his of uneatisfactory performence. This report has Associated been shown to the india; see read.
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IS. CAN GET ALONG WITH PEOPLE.									X					=
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15. REEPS ORIENTED TOWARD LONG.	and the second s							X	7					-
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A LONG TIME.]		7	7			<u> </u>		+-	+=	=
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TO MODES SELL UNDER PRESSURE.				X			I			
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. HAS DRIVE.				X						
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DOES NOT REQUIRE STRONG AND CONTINUOUS SUPERVISION.						<u> x</u>				
O. A GOOD SUPERVISOR.				<u>~</u>						
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t. SHAT FRAINING DO YOU RECONNEND FOR THIS INDIVIDUAL!	· · · · · · · · · · · · · · · · · · ·
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report but which have a bearing on effective utilis	lic habits or characteristics not covered elsewhere in the
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	TION VI
Read all descriptions before rating. Place "X"	The state of the s
A. DIRECTIONS: Consider only the shill make	Bridge Subsections A.B.C.4D
person has performed the duties of his job and rate him accordingly,	C. DIRECTIONS: Based upon what he has said, his actions, and any other indications, give your opinion of this
	person's attitude toward the agency.
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2. BARELY, ADEQUATE IN PERFORMANCE: ALTHOUGH ME	OPPORTUNITY.
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3. PERFORMS MOST OF HIS DUTIES ACCEPTABLY: OCCA- SIGNALLY PLYEALS SOME AREA OF BEANESS.	TEMPORARY STOP UNTIL HE CAN GET SOMETHING BETTER.
	3. TENDS TO HAVE AN UNFAVORABLE ATTITUDE TOWARD
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S. A FINE PERFORMANCE CARRIES OUT WANY OF HIS RESPONSIBILITIES EXCEPTIONALLY RELL.	4. HIS ATTITUDE TOWARD THE AGENCY IS INDIFFERENT HAS "WALT AND SEE" ATTITUDE. MOUD LEAVE IF
8. PERFORMS MIS DUTIES IN SUCH AN OUTSTANDING	SOMEONE OFFERED HIM SOULTHING BETTER
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•	TUNITY. WILL PROBABLY ENDEAVOR TO MAKE A CAREER IN THE AGENCY.
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DIRECTIONS: Considering others of this person's grade and type of assignment, how would you rate him on	D. DIRECTIONS: Consider everything you know shout this
potentiality for essumption of greater responsibilities normally indicated by promotion.	person im making your rating, shill in job duties, conduct un the job, personal characteristics of
	hebits, and special defects or talents.
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SATISFACTORY PERFORMANCE CAN BE EXPECTED. 2. 15 MARING PROGRESS. BUT NEEDS MORE TIME IN	
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NEXT HIGHER GRADE. BUT WAY NEED TRAINING IN	OUTSTANDING TO WARRANT HIS STRABATION
4. WILL PROBABLY ADJUST QUICKLY TO THE HOME	1 4- A TYPICAL EMPLOYEE, WE DISPLAYS THE SAME BULLET
HESPONSIBLE DUTIES OF THE WEST MICHOGO CHARE !	BILITY AS MOST OF THE PEOPLE I KNOW IN THE
3. IS ALREACY PERFORMING AT THE LEVEL OF THE NEXT HIGHER GRACE.	5. A FINE EMPLOYEE . MAS SOME OUTSTANDING
4. AN EXCEPTIONAL PERSON AND IS ONE OF THE PER	STRENGTHS. 6. AN UNUSUALLY STRONG PERSON IN TERMS OF THE
MENT.	REQUIREMENTS OF THE AGENCY.
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Name: Last, First Middle

TO:

All C. I. A. Personnel

FROM:

Personnel Director

SUBJECT:

PERSONNEL QUALIFICATION QUESTIONNAIRE

1. The Agency is currently revising the system for machine coding employee qualifications, thereby permitting more complete and accurate a data on all personnel. The new system will aid in implementing Agency policies on promotion from within by facilitating the selection of personnel with desired education and experience for vacancies which may occur. It is also expected that the new system will provide readily accessible statistics for planning and management purposes.

2. The attached questionnaire is designed to cover adequately those factors in which the Agency is interested. Although the information is, in a large measure, already reflected in previous forms submitted by you, it is felt that your time within the organization may enable you to emphasize those qualifications pertinent to its needs. The questionnaire also serves to bring your education and qualifications record up to date.

3. Your cooperation is requested in completing the questionnaire as thoroughly and accurately as possible and returning it to your Administrative Officer within the time allotted.

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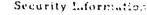
FORM 80. 37-108

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PERSONNEL QUALIFICATION QUESTIONNAIRE

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SEC. II. WORK EXPERIENCE

1. CIA Experience: State the specific nature of duties performed with CIA and CIG, starting with your present position. Take position titles from your official personnel papers, if you have personal copies. Please do not request your Official Personnel Eolder. Include geographic area and subject matter dealt with, if applicable. Position Title is your classification title such as Geographer, Intelligence Officer, etc. Duty Title indicates your organization position such as - Section Chief, Branch Chief, Administrative Assistant, etc., and is to be filled in only if different to the Position Title. Approximate dates (month and year) are sufficient. Use a continuation sheet, if necessary, to adequately describe your duties.

From 23 Kar 59 Tot. mos.	Description of Duties:
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SEC. II. WORK EXPERIENCE (CONT'D.)

2. Other than CIA: (Describe work experience for the last 15 years in sufficient detail to permit specific coding of your qualifications. Include military work experience. List last position first.) See Multary Work hard ground See AVI

From May 46. To Oct 46 Tot, mo's 5 Classification Grade (if in Federal	Exact Title of your position Carp Supt.
Classification Grade (if in Federal	·
Service) SP-7 Salary \$3021.00	Description of Duties: Timber disease control,
Number and Class of Employees	Ministing forest fires, camp administration (food,
Supervised: 100 laborate skilled	zay, project records, etc.)
Employer H. S. Forest Service	
Kind of Business or organization	
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utility) Forestry	Duty Station if overseas:
From Apr 1.5 To int 1.6 Tot. mo's 12 Classification Grade (if in Federal	Exact Title of your position Camp Supt.
Classification Grade(if in Federal	
Service) CPC 7 Salary \$2694.96	Description of Duties: Wazard Reduction project,
Number and Class of Employees	fireing forest fires, camp administration, (food,
Supervised: 35 laborers	say, project records, etc)
Employer U. S. Forest Service	
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From Oct. 14. To her 15 Tot. mo's 7 Classification Grade (if in Federal	Exact Title of your position Prikemin
Classification Grade (if in Federal	
Service) Salary\$1.10 per hr	Description of Duties: Brakeman on Deisel loco.
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Supervised: none	
EmployerMcCloud River Lbr. Co.	
Kind of Business or organization	
(i.c., paper products mfr, public	
utility) (unless	Duty Station if overseas:
From the Touch in Tot. mo's 4	Exact Title of your position Laborar
Classification Clade(ii iii I caciai	
Service) Salary 590.00 x hopes.	Description of Duties: working with horses, cattle
Number and Class of Employees	ard crops.
Supervised: none	•
EmployerBrown Shasta Ranch.	
Kind of Business or organization	
(i.e., paper products mfr, public	,
utility) Horse racing and breeding	Duty Station if overseas:
From Nec /3 To June // Tot. mo's 7	Exact Title of your position laborer
Classification Grade (if in Federal	, langer
Service) Salary 390 per hr	Description of Duties: Handle lumber & Operate
Number and Class of Employees	eachines.
Supervised: none	
Employer McCloud River Lbr. Co	
Kind of Business or organization	
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utility) Lumber	Duty Station if overseas:

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Sec. II. Far. 2.

Then 10 Year 10'1 To 5 Newmerber 1013 Total Cenths 30 Military Corvice From 5 Oct 1940 to 10 May 1941. Total months 7. Classification trace (if in federal Mervice) --- Salary---.75 per br Murber and class of employees supervised--- None Errleyer--- followd River Lamber Co. Kind of Pusiness--- Engler Exact Title o' your position -- Brakeman Description of Duties -- Brakeman on a diesel locomotive. Duty Ftation if Overseas---From 1 May 1940 Tol Cet 1940 Total Months 5 Class. Wrade (if in Federal Vervice) Mak Salary 176.00 per mo. Number and Class of Employees Supervised 10-20 laborers Wa Worest Service Capleyer Kind of Business Forestry Exact Title of your Togition Forest Guard

Description of your duties Suppression and prevention of Forest

Fires, enforcement of Forest Laws, & maintainance of Forest & equipt. Duty station if overseas From 1 Oct 1232 Tol May 1240 Total months Class. Grade (If in Vederal Cervice) Salary 0.65 per hr. Humber and class of employees supervised None Duty station if overseas From 1 May 1939 TO 1 Set 1939 Total Months 5 Stars Grade (if in Sederal Service) (Af Salary S100.00 per month. Number and class of employees supervised 10-20 laborace US Forest Service Mind of business Torontry Exact title of your position Forest Guard

Pescription of your duties Suppression and prevention of Forest fires, enforcement of Forest Laws, amintainance of Forest & Equipt Duty station if overseas

Sec II. Par. 2.

ren_1.	Jan.	1930 7	01:	'ar 1,939	Total	Months	li	
less.	Chilin.	[a] (II	in P	Moral C	ervice)_		Salary	0.6
Tronm.	and	class	of 3r	rployees	supervī	sed	Lone	

Employer actions Siver Lunber Hind of Business Exact Title of your position Description of your duties irrarement on a deisel locomotive

Duty stabion if overseas

From 1 Oct 1938 To 1 Jan 1939 Total Months Unersplayed

From May 1920 To 1 Cet 1938 Total Months Class. grade (if in Federal Terrice) Salary Humber and class of Employees supervised ... Conc.

Eind of Business Gil Exact Title of your position Police tank-truck salesman. Description of your duties | Sale and delivery of oil & gasoline stations. Inity station if overseas

From Feb 1935 To /pril 1938 Total months Class. Grade(if in Federal Carvice) alary Thriber and class of employees supervised

Employer Colloyd Elver Employ Company
Kind of Business Durber Exact tible of your position Graheman Pescription of your duties crakeman prakoman on diesel lecomolive.

· Duty station if overseas.





SEC. II. WORK EXPERIENCE (CONT'D)

3. Special Work Experience: Check any of the following organizations by which

you may have been employed.						
01 U.S. Secret Service	24 Air Force A-2					
02 Civil Police (Forest Service)	25 Foreign Economic Admin.					
03 Military Police	26 F Counter Intelligence Corps					
04 U.S. Border Patrol	27hmigration & Naturalization					
05 U.S. Narcotics Squad	28 Strategic Services Unit					
06 FBI	29 Foreign Service, State Dept.					
07 Criminal Investigation Div.	30Central Intelligence Group					
21 Office of Naval Intelligence	31Armed Forces Security Agency					
22 Office of War Information	32Coordinator of Information					
23 Army G-2	33 Office of Facts & Figures					
20 Office of Strategic Services						
oee of ottategie services						
SEC. III. FOREIGN LANGUAGES	35 Federal Communications Comm.					
List below the foreign languages in whi	ch you have some competence. Be sure to					
include uncommon modern languages.	Check (X) your competence and how acquired.					
	COMPETENCE HOW ACQUIRED					
	obviously or straining					
•	ency * obviousl ur vr or Slight CLA tra					
	obyvoo					
LANGUAGE	ate in the control of					
	en cle n'i e le character de ch					
	Equivalent to Native Fluency Fluent but obvi Foreign # Adequate for Research ## Adequate for Travel Limited Knowledge \$\mathcal{S}\$ Native of Country Prolonged \$\mathcal{O} \mathcal{C} \					
	Equivalent Native Flu Fluent but Fluent but Foreign * Adequate f Research Adequate f Limited Knowledge Knowledge Country Prolonged Residence Contact (Parents,					
Hapanese	\mathcal{X}					
* If you have checked 'Fluent' for a langu	age that has significant difference in spoken					
and written form (e.g., Arabic), explai	n your competence herein					
**Specialized Language Competence: Des	cribe ability to do specialized language work					
involving vocabularies and terminology	in the scientific, engineering, telecommuni-					
cations, and military fields. List the la	anguage with the type of speciality,					
	RET					
Security In	formation					

SEC	LV.	ADEA	KNOWI	ELIVE É
JEC.	IV.	-MKEA	LINU WIL	. F. 1 J. 1 P.

1. List below any foreign countries or regions of which you have knowledge gained as a result of residence, travel or study. Study can mean either academic study, or study of a foreign country resulting from an intelligence, military, commercial or professional work assignment.

Country or Region	Dates of . Residence, Study	Manner in Which Knowledge Was Aquired (check (X) one)				
	Etc.	Haridame	Fravel	Study		
Japan	19/2:19/9	<i>उट्टेबरू स्118म</i>		<u> </u>		
	1950-1950	Y				
**	1951-1951	Х				
Zoroa	1950-1961		X (wan)			
			-A-(W45)			

2. Specialized Knowledge of Area

List speculized knowledge of foreign country such as knowledge of terrain, coasts and harbors, utilities, railroads, industries, political parties, etc., gained as a result of study or work assignment. Include name of employer or organization.

How and When Gained

SZC. V. TYPING AND STENOGRAPHIC SKILLS (PRESENT UTILIZATION)

	Per Cent of . Time Used		WPM (Ap Proficier	prox			er As:	ignin	
Lyping	1.	2.	•			T	Yes	2.	No
Shorthand		4.				· 1.	Yes	2.	No
Shorthand S	system: 1.	Manual 2.	Machine	3.	Speedw	riting.			

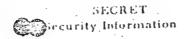
SEC. VI. LICENSES, HOBBIES, SPECIAL QUALIFICATIONS

, , , , , , , , , , , , , , , , , , , ,	Man ich Hons
1. Licenses: List any licenses or certification such as teachers, pilot, marine, etc.	2. Hobbies: List any hobbies such as sailing, skiing, writing, or other special qualifications:
	Horaes, swimming archery boating, photography, and wearons.

SEC. VII. PROFESSIONAL AND ACADEMIC HONORS

SECRET
Security Information

3





SEC. VIII. PUBLICATIONS	farranal	or scion	tific arti	icles.
List below the type of writing (non-fiction: pr	oressional	orate e	hort sta	ries etc.
I am and interpret subjects current events, ct	c; nemon; r	iovers, s	HULL SEV	1163,000,
of any published materials of which you were	author or	co-autno	r.	
·				
Co-author of 2 text books at the Coun	ter Intelli	iance Co.	r School	
Case	LASCION SHO	Descrire	ion	
Phys	ical Evident	Ç.		
Co-suther of the CIC Investigator. A	handbook fe	or CIC As	ente.	
•				
SEC. IX. INVENTIONS				
Describe any devices you have invented as to	type of wor	rk for wh	sich inter	nded
and whether patented.				
Device	•]	atented	
	(1)	Yes	(2)	No
	(1)	Yes	(2)	tio
	(1)	Yes	(2)	No
and a maging				••
SEC. X. CIA TESTS	vo taken in	CIA		
Describe below the type of tests which you ha	ve taken m		Date	Taken
Type of Test				
Personnel Qualification Tests			Nov 1	91.9
SEC. XI. PHYSICAL HANDICAPS				•
List any physical handicaps you may have.				
·				
SEC. XII. OVERSEAS ASSIGNMENT		•		
Are you willing to accept periodic tour of duty	overseas?			
(1) 2 year Tour y (2) 4 year Tour y (3)	Not interes	sted .		
The second secon	•		•	
SEC. XIII. WORK ASSIGNMENT	Constant			الأمام
In view of your total experience and education	, for what e	seargnine	nt in Ci.	A 40
you think you are best qualified?				
Operational or instruction. dise Cit	uderabe	CLLETTA	و عساسته در	Super-
Wisce, Capacity Francisco	Summertie.			
		··············		
		المتالية ومستحد بالمستحد		

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FC.	XIV, MILITARY STATUS		
1.	Present Draft Status		. No.
1	Have you registered under the Selective Service A	cror 1940:	
	If yes, indicate your present draft classification		
٤.	Present Reserve or National Guard Status		
	Do goo now have Reserve or National Guard Status	Yes X No.	·
	If yes, complete the following.		
	L. Estional Guard		
•	1. Mational Guard 2. Fir Hational Guard		· .
	3. Estive Reserve Status (member of organized	unit)	1
	4. Inactive Reserve Status		ļ
		•	i
	Service Grade	Location	
•	Je s / F / F		i
	Reserve Unit with which currently affiliated	:	
	Kess, and a second		1
	Service Mobilization Assignment, if any		
	387725		
	Location of Service Records, if known		
	Pecsanon of peratec Mecores,		
	XV. CIA TRAINING		_
E.C.	List the training courses or subjects you have tak	en while in the CIA.	
	Institute or Subject	(from) Dates (to)	Hours
	With a dr. Danlect		
- Company			
e-company			اعصيسي
E.C.	XVI, REMARKS	you may have which	vou do
	Use this space to indicate any other qualifications not describe above. (Hilliam Tervice-19 May/1-5 "	or 13, 220or 16-8 Oct	10.
	not describe above.	S OBODERS LE METED.	
			1 m s h à sen
	out terta. Two (2) years experience in	SUBSTITUTE AN INVEST.	TIMOLYG
	true laboratory which specialized in		40
	remousel, five (5). Dou (2) years experient	e as Special Adent. C	I.C.
	Torsi of Siv (6) years in Clubant r	ant Pactor Casquant	
	1-	CIMADENT MOS 131	2/
	_ tone (1) year experience with S-2 Section. Co	ombat Intelligence, In	terpertat
	and Evaluation of Information.		
-	295 Tyardation of The Cameral addition to data with	ambanta on oce inical	Gonz.
	Territoreal, Infantra, tamefunta Treers, 1a	The state of the s	
	-1. Z. (120/6) 10. 10. 10. Elite 10. 8 210. 34 40		
A 12 L2	SIGNATURE		
ATE			
	SECRET		
	Security Information	No. of the last of	
	- Section in the second		_

CERTIFICATE OF ATTENDANCE

	· MAR	3 0 1953			
I certify	that on	IDATET		havo	attended-
the Agency	Indoctrination		opecified	by R	gulation
25-1.			•		,
·	•				· ·
	. 1				

FORM NO. DEC 1951 51-121

161

STANDARD FORTA (1 FOR COMP AUGUST 190) PRONULES OF THE SERVES CONTRIBUTE ECOSE PERSONAL MONUAL

	MENI AFFIUAVIIS pointment affidavits, you should read and understand the
	formation for appointed
CIA	
([Pryortnent or agency)	(Bureau or division) (Place of employment)
1 ,	
A. OATH OF OFFICE	
domestic; that I will bear true faith and :	tion of the United States against all enemies, foreign and allegiance to the same; that I take this obligation freely of evasion; that I will well and faithfully discharge the enter, SO HELP ME GOD.
B. AFFIDAVIT AS TO SUBVERSIVE ACTIVITY A	ND AFFILIATION
that advocates the overthrow of the Govern unconstitutional means or seeking by force Constitution of the United States. I do ft	do not advocate nor am I a member of any organization ament of the United States by force or violence or other or violence to deny other persons their rights under the arther swear (or aftirm) I will not so advocate, nor will using the period that I am an employee of the Federal
so engage while an employee of the Govern an organization of Government employees t	FEDERAL GOVERNMENT the Government of the United States and that I will not ment of the United States; that I am not a member of that asserts the right to strike against the Government nile a Government employee, become a member of such
D. AFFIDAVIT AS TO PURCHASE AND SALE OF I have not paid, or offered or promised t firm or corporation for the use of induence to	o pay, any money or other thing of value to any person.
. AFFIDAVIT AS TO DECLARATION OF APPOIL	NTEE
The answers given in the Declaration orrect.	of Appointee on the reverse of this form are true and
23 Horch 1953 (United distribute to Galy)	
• •	
inbscribed and sworn before me this 23rd	1 day of March , A. D. 19. 153,
. Washington D.C.	
(City)	(State)
[SEAL]	
	5 DSC 16 & 16a
	(Title)

NOTE.-- If the each is taken before a Notary Public the date of expiration of his commission should be shown.

DECLARATION OF APPOINTEE

This form is to be completed declaration will be grounds for	ted before entra- or cancellation o	ice o	n di plica	ity. tien	Answ-	er oll q nissel a	juestions. Any after appointmen	false staten nt. Impers	ient in ouutioi	this a
criminal offense and will be p	roscented accord	lingli	ر راد - ا ما المار	رو <u>.</u> مرابر المر	41	4.00	711 7/100	الماستين وا	1/2	11/
I party strate, there and number of	100 may or Estudies		- / 	Y VY	1. V	Vos	hingtots, e	06	ELEPHONE	PD,
E (1) IN CASE OF & WINGENCY PLEASE INVIEWS	Bri	thić W	,				Calif.		les.	,
4 tops the united states government LMPLO THE PAST IS MONTHS: 1 115 (125) If so, for each such relative filling the b					******	omplete	under Item 10.	AND AND POST MOBILE		MINTEN
RAMS	l mar serv	umber, if any)			i ("1	201-11-1	TAICOALD HOMM NI LOUNGING NO LE (1) TENECHER ON NOT	RELATION: SAIP	PIPE PITO (Chec	single h one)
differentiative community traductions and the community of the community o			•		2		************************************			
			,		1 2 1					
					2 3					
' INDICATE "YES" OR "NO" ANSWER B IN PROPER COLUMN	Y PLACING "X"	YES	кэ	(FESL)	10. SF1 WELL I	CE FOR	DETAILED ANSWERS	TO OTHER DUI		APPLY
B. ARE YOU A CITIZEN OF OR DO YOU OWE ALLEGIANCE	. To the United States .	X								
E. ARE YOU AN OFFICIAL OR EMPLOYEE OF ARY STATE MURICIPALITY! If your answer is "Yes", give details in		1	X				***************************************			
J. D. YOU BECEIVE ANY ADMITY FROM THE UNITE. GOUDDING MALERAL TO WHERE ANY RETREMENT OFFIRE CONTINUED ANY ADMITS OF THE WAY I FYOUR ADMITS OF THE MALERAL OF ANY ALL I FYOUR ADMITS OF THE MALERAL OF THE	racy on and review GR RESELL reson for retirement, resein of voluntary residence; emount of rent ect; and teling.		X							
CINCE YOU FILED APPLICATION STS-LEING IN THE BEIN DESCRIBED OF GORDED TO PERSON, TOBE PACTORY SERVICE FROM ANY POSITION	MINTON OL DE CACALLE		X						······································	
A HAVE YOURFEN APPETIED (S)E INCLUDING T WHICH YES WEST STILL DESCRIPTION REQUESTED LESS) SINCE YOU FILLD AFFICIATION REQUESTED If your answer in "Yea", list all such o Give in each case (1) The date, (2) the or evidation; (3) the name and leading penalty imposed, it are, in other day if appointed, your diagorprints will be i	payma APPLANTED TO LIGHT payma APPLANTED TO payma of the officer of the court to the		X							
	INSTRUCTE	2KO	TO	APPO	INTING	OFFICE	ER .			

The appointing officer before when the foregoing confidence is made shall determine to be come actual action that the appointment was a form confirmance with the Civil Service has expediented with the Civil Service have an Regulation and act of Congress pertaining to exponentiated.

This form should be the had for holding of office, pension, existinity in despection with any record of recent discharge or arrest, and particularly for the following:

following:

(1) Identity of appointee—it is the duty of the appointing offers to guest against injectsoriation and to determine beyond reservable doubt that the appointre is the bance person whose apprearmentable in the application and applications are controlled supersorial and hashesting around numerical in the application artist of other (personner papers). In smooth the special matter quantum the application action, the again the paperson of the description of the composed with the application of the composed with the application of the composed with the application of the examination may not be shown against the presentable controlled to the presentable approach to the presentable of the presentable approach is applied to the examination of the presentable approach approach appearson to the presentable appearson to the presentable statements.

PPOINTING OFFICER

(2) Age —If definite ego limits have been established for the position, it should be determined that applicant is not consider the ego same for applicant, Units such finerensistion is made, the opposition of most new most be consummated.

(2) Crissenship —The appointing office is responsible for observing the clissenship pero access of 60 the Coul Service Rules and the appointance is the form 61 constitutes an affiliavit for both purposes and is a copilate proof of clittenship ratios in the absence of conficting evidence. In clinical cases the appointances solvid not be constrained a until clearence has been secured from the certain expectation of the crisistance of the Civil Service. In clinical cases the appointment solvid of the Civil Service Commission.

(3) Membrane of Family —Section 9 of the Civil Service has act provides that whenever these are already two or more numbers of a samely service, to other immiter of so in ferrils to elophic for prohibitional or greatment strained in the competitive service. The appointments of persons entitled to vetrage preference are not as the civil of the first polyment of the provided persons due not apply to training any applications. Desdifful cases may be released to the process.

STANDARD FORM 144 LANGARCINZ LAN	TEMENT OF PRIC	OR FEDERAL	AND MILITARY	SERVICE	
IMPORTANT: The information on this for reduction in force through IV.	form will be used in d	leteemining credi ild complete Pai	table service for Iras	a purpores and Office should	d retention credite complete Parts II
PART	I,EMPLOYEE'S STATES	ZEMT	•		THIS COLUMN IS
L NAME (Last, Brot, middle initial)		. Z. DATE	OF SIRTH	5. RETENTO	
E EEST THE FOLLOWING INFORMATION CONCURN	ING ALL FLORES, AND G	STENT OF COLUM	BIA GERVICE YOU HAVE I	19. C/V 914 employe	IUS (For permanen
FROM TO POOR PRODUCT ACTION I MORES (DA	Ind include inditary wer	70-	Thre or applied to the	II. SONVICE	
U.S. Forest Service U.S. Forest Service U.S. Forest Service U.S. Forest Service	184 John 14 1944 John 28 1944 John 3	S (Inc.	JERNOAN Hace Hace	ba mes	# 10' # 27'
CIA LIST MEROUS OF CHIVICE IN ANY BRANCH OF THE SERVEL ARITE MORE.	53 May 23	ERNITED STATES,	IF YOU HAD NO MILITA!	GOP SOP	4/1/2
BRANCIE	FROM—	TO	CASCHARGE (Hype or dishon.)		GC 318 to
Army Army Army	1946 Noy 29.		S How	2 3	5 A 10 1
CCURING PERVIUS OF EMPLOYMENT SHOWN IN BITHOUT PAY, INCLUDING PERIODS OF MERCHAN PERSONER IS TYES." LIST FOLLOWING INFORMA	F MARINE SERVICE, DURIN	a total of mohe is any one calend	THAN 6 MONTHS ARCEN AR YEAR? YES N	0 10 =	IABLE SERVICE
(LWOP, Fuel, Suep, AWOL, Mer Mar)	FROM- YEAR HOWEN DAY	TO	TOTAL AT YEARS WHITES DA-	(Lears pu	tpuses only):
turlough Met area consider in the second service listed in Items.	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	ENEXT COMPETITION	alter states	(RIF purp	TABLE SERVICE COMPT ONLY):
(If answer is "Yos," in what adoncy	were you employed at (?	e rume aftitus was	Joseph 1	S. PEEMPLOY THE YES IS. SETENTION	[] NO
A THE WIFE OF A DISPOSED VEHERAN? [] YES	МО	1	9/08/	IT. EXPLEATION	N DATE OF SEVEN
A - J	ALZ () WO		11:0	TION RIGH	,
TO SE EXECUTED BEFORE A NOTARY PUBLIC OR I I sweet (or affirm) that the above state	OTHER PERSONS AUTHORI intents are true to the	ten to administe best of my kno	R OATHS. wledge and belief.		
23 March 53					
Subscribed and sworn to before me on	this 23 day of 1	20 × 193 e	work	P 0	(STATIO)
SEAL				6	(01.510)

(OVER)

NOTE: If eath is taken before a Notary Public, the date of expiration of his Commission should be showed

PART III.—DETERMINING CREDITABLE SERVICE AND SERVICE COMPUTATION DATE FOR LEAVE PURPOSES

	11193	MONING	2413
TOTAL SERVY I (Hem 12)			
			<u> </u>
NORCPEDITIZEL SERVICE (Item 13)			
CREDITABLE SERVICE (Leave purposes)	·		
	-		
ENTRANCE OF DUTY DATE (Present agency).	5,3	3	27
LESS CREDITIELL DERVICE (Leave purposes)	15	3 -	78
SERVICE COMPUTATION DATE (Leave purposes)	42	12-	3
	White The Parket	الماست	- proposition

PART IV.—DETERMINING CREDITABLE SERVICE AND SERVICE COMPUTATION DATE FOR REDUCTION IN FORCE PURPOSES

(To be completed only in these cases when the amount of creditable service for reduction in force purposes differs from the amount creditable for frave purposes)

	YEARS	MUNITHS	5473
TOTAL SERINZ (Item 11)			
NONCREDITAB E CLRVICE (Item 14)			
• • •			
CREDITABLE SERVICE (RIP purposes)	FOUTED STORES &	4	· ·
·		·	
ENTRANCE OR SUTTY DATE (Present agency)		.	
	- 1		·i
LESS CREDITIBLE SERVICE (RIF purposes)			
SERROL COMPITATION DATE (RIF purposes) (Enter as the "service computation date" on the employee's "Service Record Carl," SP-7;			

REMARKS

G. S. detailbased paragrap order 1. Ca commun.

CONFIDENTIAL

RECEIPTS INDIANATED

SECURITY APPROVAL

	a st.	5 Date:	o 160° 1323
TO	Chief, Division Algert	Your Reference:	1-2594
FROM	Chief, Security Division	Caso Number:	71129
SUBJE	cr.		
1.	This is to advise you of security action in the bolow:	s subject case as	Indicated
X	Security approval is granted the subject person information.	for access to el	bollleen
	Provisional clearance for full duty with CIA is of Paragraph D of Regulation 10-9 which provide mont pending completion of full security invest	s for a temporary	o provisions appoint-
	The Director of Central Intelligence has granted for full duty with CIA under the provisions of 10-9	d a provisional c paragraph H of Re	learanco gulation
	Unless the subject person enters on duty within its approval becomes invalid.	60 days from tho	вроло

3. Subject is to be polygraphed as part of the E.O.D. procedures.

19 未出生物证

Say

CONFIDENTIAL

FORM NO. 38-101

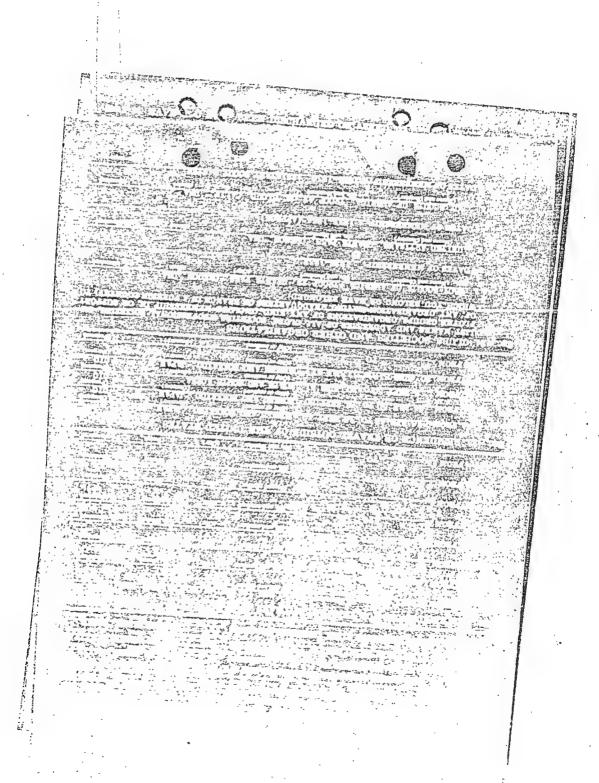
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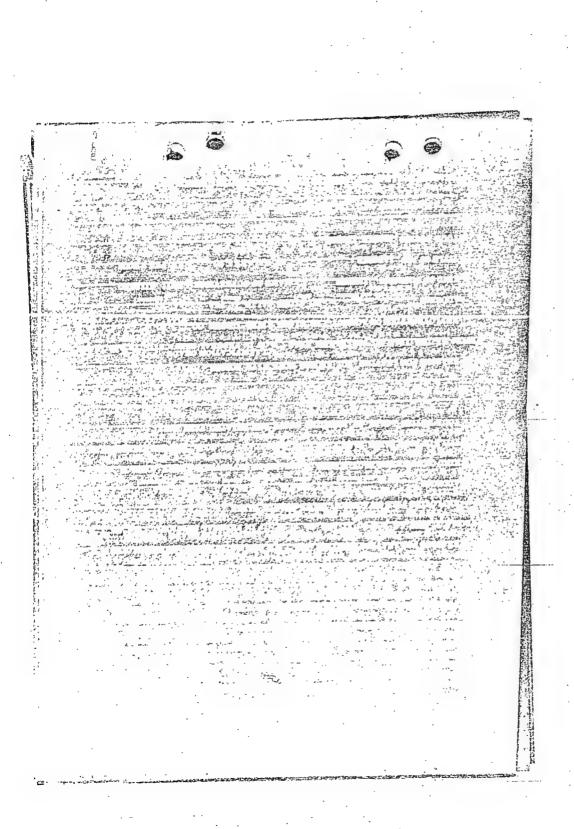
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RECORD OF

PREVIOUS GOVERNMENT

SERVICE RETURNED TO

FEDERAL RECORDS CENTER IN

ST. LOUIS, MO.

DATE

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